

**BENEFITS FOR DEPARTMENT HEAD
AND COUNCIL-APPOINTED POSITIONS**

RETIREMENT - PERS (2.7% at 55) The employee contribution is paid by the employee. (The City is not a Social Security Agency, and no deductions will be made for Social Security.)

MEDICAL – The City's workers' compensation coverage is self-funded. Medical coverage for employees and eligible dependents is provided through REMIF (Blue Cross Plan). A majority of the health insurance premium is paid by the City; the remainder is paid by the employee. Dental and Vision coverage is paid by the City. Note: There are specific requirements for continuing health insurance as a retiree.

VACATION - Vacation is accumulated at 1 day per month upon employment and increases with time in service. The maximum accrual is 44 days.

EXECUTIVE LEAVE - Department head and Council-appointed employees receive nine (9) days of Executive Leave per fiscal year in lieu of overtime. This leave is not accruable.

SICK LEAVE - Sick Leave is accrued at 1 day per month with no limit. A total of nine days of Family Sick Leave are allowed per fiscal year. Three of these days are deducted from a Family Sick Leave bank and six days are deducted from employee's accrued sick leave. An employee may be allowed Family Death Leave up to 3 days per incident. This is not accruable.

HOLIDAYS - The City pays for 10 fixed holidays per year, in addition to 3 floating holidays.

LIFE INSURANCE - The City pays the premium on a \$20,000 life insurance policy for eligible employees, including eligible dependent coverage at \$1,000 each.

ADDITIONAL BENEFITS - Other benefits include optional participation in deferred compensation plans, City-paid membership in an Employee Assistance Program (EAP) for the employee and eligible dependents, free membership at the Adorni Recreation Center and discounted membership for spouse and dependent children, an educational reimbursement program, optional participation in supplemental health coverages through AFLAC, and optional participation in ICMA Retirement Health Savings (RHS) Plan.

Note: Although benefits have been reported as accurately as possible, there has been no warranty of complete benefit summary intended. All information provided is subject to the actual terms of the legal documents that control benefit programs.

**** OTHER BENEFITS MAY APPLY AND/OR BE INCLUDED IN A FINAL CONTRACT ****